

## Benefits Available to Employees of St. Philip's



### Medical through Blue Cross Blue Shield of Texas

1. \$1,500 deductible plan with \$35 PCP / \$70 Specialist copays
2. \$4,000 deductible HSA-Compatible plan with up to \$1,500 contributed annually



### Dental through United Concordia

1. \$1,000 annual max benefit; exams / cleanings 100%; fillings / simple extractions 50%; root canals / oral surgery 20%
2. \$2,000 annual max benefit with Preventive Incentive; exams / cleanings 100%; fillings / simple extractions 80%; root canals / oral surgery 50%; child orthodontics 50%



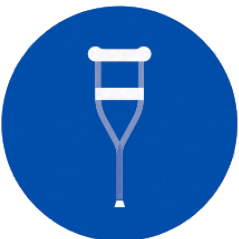
### Vision through Eyemed

\$10 eye exam copay; \$25 materials copay; \$130 frame allowance; exams and lenses every 12 months; new frames every 24 months \* Insight network



### Life Insurance through MetLife

Life insurance in the amount of 1 times your annual salary is provided at no cost to you. You may also purchase additional coverage for you, your spouse, and your children.



### Income Protection (Disability Coverage) through MetLife

St. Philip's provides our employees with income protection in the event you are unable to work due to a non-occupational illness or injury.



## Employee Leave and Accrual Schedule Full-Time Employees

Total Length of Service	Maximum Vacation per Year	Accrual Hours per Pay Period
1st year	Prorated up to 2 weeks	3.33
1 – 2 years	2 weeks / 80 hours	3.33
3 – 5 years	3 weeks / 120 hours	5.0
6 – 9 years	4 weeks / 160 hours	6.67
10+ years	5 weeks / 200 hours	8.33
One week of vacation may be carried over each year.		
Up to 3 personal leave days may be used for urgent needs.		
All full and part-time employees receive 5 sick days each year (carry over allowed).		

## Staff Holiday Schedule 2019 - 2020

Independence Day	July 4-5, 2019
Labor Day	September 2, 2019
Fair Day	September 27, 2019
Thanksgiving Break	November 27-29, 2019
Christmas and New Year's	December 23, 2019 – January 1, 2020
Martin Luther King Jr's Birthday	January 20, 2020
Winter Break	February 14-17, 2020
Spring Break	March 18-20, 2020
Good Friday	April 10, 2020
Easter Monday	April 13, 2020
Memorial Day	May 25, 2020